

APPROVED



## STEM School Highlands Ranch

### Minutes

#### Board of Director's Meeting

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**Date and Time**

Tuesday February 4, 2025 at 5:30 PM

**Location**

8920 Barrons Blvd  
P-TECH Mechatronics Room  
Highlands Ranch, CO 80129

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Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. [https://zoom.us/j/96916599576?](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1)

[pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1)

Passcode: 631204

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**Directors Present**

C. Gustafson, D. Lomelino, E. Quigley, G. Shick, G. Wing, I. Kalra, R. Lukez

**Directors Absent**

K. Reyna, L. Davison

**Ex Officio Members Present**

M. Cartier

**Non Voting Members Present**

M. Cartier

**Guests Present**

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A. Westfall, Gordon Mosher, L. Kovalesky, Laurie Veldhuizen, Sean Milner

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Feb 4, 2025 at 5:37 PM.

### C. Pledge of Allegiance

### D. Reciting of the Mission Statement

Gordon Mosher updated the BOD with changes and updates to DCSD in the next year.

## II. Approve Meeting Minutes

### A. Board Meeting Jan 7th

R. Lukez made a motion to approve the minutes from Board of Director's Meeting on 01-07-25.

G. Shick seconded the motion.

The board **VOTED** to approve the motion.

#### Roll Call

C. Gustafson	Aye
R. Lukez	Aye
K. Reyna	Absent
G. Shick	Aye
L. Davison	Absent
D. Lomelino	Aye
G. Wing	Aye
I. Kalra	Abstain
E. Quigley	Abstain

### B. Board Meeting Jan 21st

I. Kalra made a motion to approve the minutes from Board Meeting - Working Session on 01-21-25.

E. Quigley seconded the motion.

The board **VOTED** to approve the motion.

#### Roll Call

G. Wing	Aye
I. Kalra	Aye
L. Davison	Absent

**Roll Call**

K. Reyna Absent  
E. Quigley Aye  
G. Shick Aye  
C. Gustafson Aye  
R. Lukez Aye  
D. Lomelino Abstain

**C. Advancement Committee Meeting Sep 24, 2024**

Will table till next meeting because some Advancement Committee Members not present

**III. STEM School Highlands Ranch Updates**

**A. Executive Director Presentation**

Enrollment update- Enrollment is down 5 students for 2nd semester. But with transfers we are expecting in, there is not a significant change from 1,395. There are 540 Open Enrollment Applications for 2025-26.

Immigration Law Updates- Protocol for STEM

-Trauma informed care will be provided to students, staff and families in need.

Virtual Delay Update

- There was a Parent, Staff and Student Survey sent out. Results will be reviewed in SAC and Academic Excellence Committees.

**B. Student Government Update**

Student Government 2025 Officers:

President- Auburne Mauger  
Vice President- Kylie Pautler  
Secretary- Colette rubin  
Treasurer- Maya Thatcher  
Student Outreach- Evan Choi  
OAL - Maggie Nelson

Student government shared past and upcoming events.

**IV. KOSON Schools**

**A. CIO Update - Strategic Updates**

M. Cartier shared updates on growth strategy within Douglas County School District.

**B.**

## **Presentation on KOSON Core Values**

Why - Mission

How - Distinctives, Culture

What - Incredible STEM School

The team worked on finding out core values together over a series of meetings in hopes to be implemented in the 2025-26 School Year:

July - Leadership Team Brainstorm

August / September - Faculty / Staff Input

September - December - Task Force Consolidation and Wordsmith

January - Presentation to Faculty and Staff

February - Presentation to Board

March - Proposed Approval from Board

March - June - Incorporate in Hiring Procedures and Replication Application

August - Incorporate in Training Procedures

25-26 School Year - Incorporate in Evaluations

Culture is built through Core values.

9 main values build the Foundation of who we are and where our focus is:

Student Centric -Prioritizing the Best Interest of Students

Community- Stronger Together

Integrity- Do Right, Always

Stability- Rooted in Resilience

Growth- Embrace challenges

Innovation- Never stop Innovating

Stewardship- Dedicated to Making a Positive Difference

Excellence - Mastery in Motion

Fun- Makes the Team Work

Our next step (after BOD approval) is to create a one pager for each value and show what this really means and how to implement. This will be turned into a booklet which will be shared in our staffing materials. This is why we are asking for BOD input and a BOD vote.

Request for Board approval of Core Values in March Meeting

## **V. Board Committee Updates**

### **A. CIO Support and Evaluation**

Erin Quigley and Kelly Reyna present the CIO Mid Year Evaluation Report for approval.

Goal for this year: Establish systems that empower contributors of the Strategic Plan to support achieving the objectives and focus areas for these priority areas: Identity, Experience, and Growth.

Commendations:

Strategic plan

Reduction in staff attrition

Enrollment

Bottom-up budget rebuild

Developing the board

Proactive comms to board

Focus on the strategic growth plan of replicating

Opportunities

CIO to provide the Board with more visibility into:

- Progress on CIO goals

- Organization of school (org chart w/ roles & responsibilities outlined)

Board and CIO to work together to develop more clarity on how to report progress

D. Lomelino made a motion to approve the summary of the CIO Mid Year Evaluation Report.

G. Shick seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **B. Setup new Expansion/Replication Task Force**

R. Lukez made a motion to Approve establish the Growth Task Force with Greg Shick as chair and Darrell Lomelino as the 2nd Board Member on Task Force.

G. Wing seconded the motion.

Growth Task Force will focus on expansion and replication efforts. Carla requests one pager for each committee

The board **VOTED** to approve the motion.

## **C. Finance Committee Update**

One thing to Bring to the BOD attention: Fund 43 is a seperate account or accounting treatment of excess money that we bring in. The main difference is that it gives us flexibility to use it as needed. Darrell thinks this would be a smart account to implement moving forward.

Board Q & A followed

Software Updates- We are looking into 2 solid vendors to provide a more robust finance and HR platform - looking to implement in Jan 2026.

Sean Milner shared the Revenue and Expenditure analysis percent to date data, 2nd Qtr reporting and current state of Finances.

#### **D. Finance Committee - Approve Vendor Contract**

Subject came up after finance committee

Five year contract (might have a TABOR issue, but as long as it has an opt out option)

CRM need highlighted by staff; FinalSite is recommended by staff to meet the needs in one solution (need enhanced capability than what the district has). It has been vetted thoroughly by multiple staff members. Staff has negotiated custom website integration and will enhance

Might be able to use bond year - waiting to hear back from DCSD

Discussion around additional capabilities and add-ons

G. Shick made a motion to Approve FinalSite and the Website platform host.

R. Lukez seconded the motion.

Board approval is requested for a 5-year contract with FinalSite to host/manage website, parent portal, school enrollment, co-curricular enrollment, communications, and customer relationship management (CRM). The value of the 5-year contract is over the threshold of \$25,000 over 12 months therefore Board approval is needed.

The board **VOTED** to approve the motion.

#### **E. Staff Handbook Update and Approval**

There was just a typo and some formatting that needed to be corrected, there were also pages with a floating line.

Add the one pager of the values into the staff handbook in the future.

Every Dec/Jan will be future timeline for approving staff handbook

I. Kalra made a motion to to approve the staff handbook.

E. Quigley seconded the motion.

The board **VOTED** unanimously to approve the motion.

#### **F. Parent Handbook Updates**

Last approved in June 2024

Will see an updated version in Spring 2025

#### **G. Governance Committee - Policy Review**

Board Policies for confirmation in March Meeting (consent agenda)

-Equal Access to Facilities

-Rights of Students to Organize

#### **H. Class A Parent Election Plan**

Information was shared with the parent community, SAC Meeting and PTO Meeting, asking for parents to submit their information.

4/1-4/21 - Candidate Submissions

By 4/25 - Candidate Voter Book published

4/27-5/4 - Election

5/5-5/9 - Results announced

The June Board meeting will be when we ratify the results of the parent election for the 3 year term.

## **VI. Consent Agenda**

### **A. Vote for Consent Agenda Items**

E. Quigley made a motion to Change Advancement Committee to more focused purpose as Fundraising Committee with Greg Shick as chair.

R. Lukez seconded the motion.

The board **VOTED** to approve the motion.

## **VII. Public Comment**

### **A. Public Comment Sign up link**

No public comment

## **VIII. Board of Director's Updates**

### **A. Preview of Next Meeting**

February Meeting:

- Finance - Present Proposed Auditor Selection for FY 24/25 Audit
- Governance - Updates to Community Use of Facilities Policy
- CIO Support and Evaluation - Present Draft CIO Contract
- Annual Board Training - June 13th - all day event

Future Meetings

- New Bylaws (beginning of next school year)
- Academic Excellence Committee

## **IX. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:13 PM.

Respectfully Submitted,

I. Kalra

Motioned by Gina, Second by Greg, passes unanimously

### **Documents used during the meeting**

- February Board Presentation 24\_25.pdf
  - 2\_4\_25 board meeting slides .pdf
  - Board Presentation 20240204.pdf
  - Slides\_for\_Meeting\_\_CIO\_Mid-Year\_Check-In\_Presentation.pdf
  - 2nd Quarter Finance Presentation.pdf
  - Staff Handbook Presentation - Feb.pdf
  - 2024-25 STEM Staff Handbook - Final.pdf
  - Parent Student Handbook Updates from July 2024.pdf
  - Parent Election Plan.pdf
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Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.